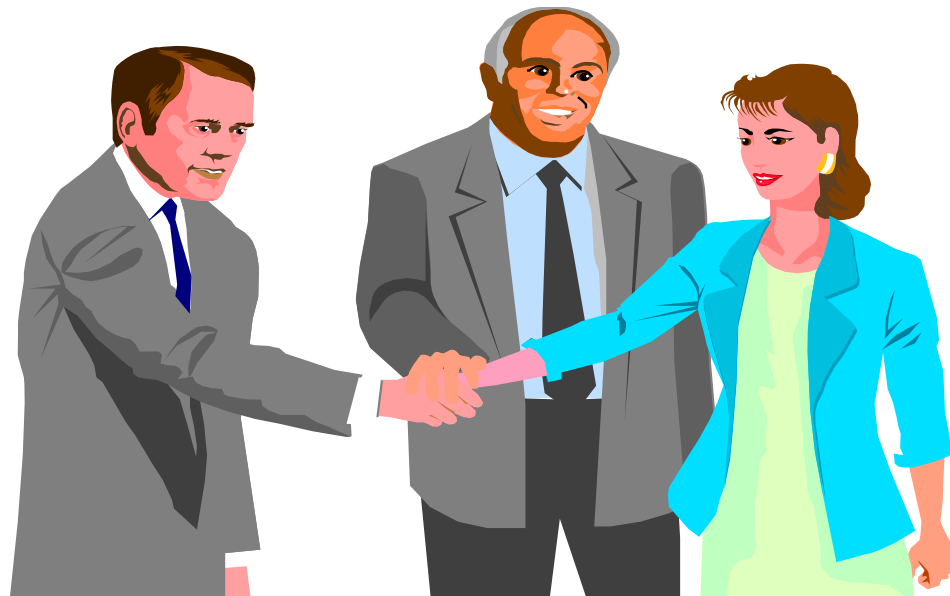




CSO-N

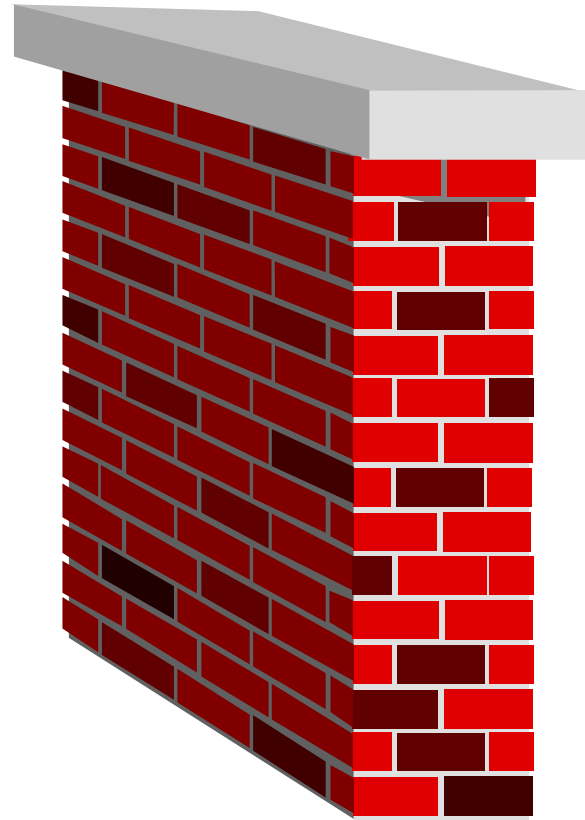
HR PERSPECTIVE OF A-76





OBSTACLES

- **Discipline/Performance**
- **Light Duty**





CLASSIFICATION

- **Properly Classified**
- **Properly Utilized**
- **Classification Appeals**



STAFFING

- **Temporary Appointment**

**Saves money due to lower cost of benefits.
Law mandates time limit of two years.**

- **Part-time**

**Costs beneficial if 20 hour employees
replace
more than 1 FT.**

- **Intermittent**

**Available but difficult to maintain an
available workforce.**



Developing Positions Descriptions

- **MEO team role**
- **Manager's role**
- **HR specialist**
- **MEO PD library**





A-76 SCHEDULE AND RESULTS

3 Pilots (Completed)

- **Barstow:** Contractor
- **Columbus:** In-house
- **Warner Robins:** Contractor

Round 2 (In Progress)

- **Jacksonville:** Contractor
- **Cherry Point:** Contractor
- **Richmond:** In-house
- **Albany:** In-house
- **Hill:** Contractor
- **San Diego:** Contractor – Effective 3-1-03

Round 3 (Announced Oct 10, 2001)

Anniston
Corpus Christi

Norfolk

Oklahoma City
Puget Sound

Red River
Tobyhanna



RIF PLANNING

Transition:

**HR Template based on
Implementation within 6-7
months**

Preparing the Workforce – Information:

- **Newsletters**
- **Town meetings**
- **Benefits/RIF Briefings**
- **Update OPF/Employee Personnel Record**



MOCK RIF

- **Follow negotiated procedures in your Union Contract**
- **Prepare Mock RIF 1 mo Prior**
- **Letters prepared for**
 - Government Win and Contractor Win**
 - Announcement on Friday**
 - Monday:** *Issue Mock Letters*
 - Tuesday:** *PPP/CARE Briefings*
 - Wednesday:** *PPP/Benefits Counseling*
 - Outplacement Services Begin:**

Contracted



FORMAL RIF

120/150 Days Prior to Implementation of MEO/Contract

- **Follow Union contract for RIF procedures**
- **120/150 days Deliver Formal RIF Letters**
- **Repeat counseling begun in Mock RIF**
- **Mass Unemployment Registration**



LESSONS LEARNED

- VSIP/VERA
- Mock RIF
- Temporary Employees
- Outplacement Program





SUMMARY

- **P**lan
- **E**mployee Focus
- **O**ptions
- **P**roper Counseling
- **L**isten
- **E**nsemble